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ABSTRACT

A survey questionnaire aimed at taking a census and assessing the child care needs of Michigan State University employees was sent to all 8,293 full-time faculty and staff. Two dimensions of child care needs were assessed: (1) use/satisfaction; and (2) preference/needs. Demographic data were also obtained. Responses were received from 4,759 (57.4%) full-time employees. A total of 1,483 respondents identified themselves as the parent of at least one child 15 years of age or younger. Of this sample, 86% were satisfied or somewhat satisfied, while 52% were very satisfied with current child care arrangements. Fifty-six percent of the sample did not anticipate altering present arrangements in the next 24 months. Many respondents would like their pre-school children cared for on campus or at a center near campus. Finally, if the university were to become involved directly in providing child care assistance, twice as many respondents as not indicated their willingness to pay for each child care facility. Response data is presented in 21 tables. The questionnaire, cross tabulations of variables in both the demographic and attitudinal questions, and other relevant materials are included in the seven appendices. (PCB)

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REPORT OF

MICHIGAN STATE UNIVERSITY CHILD-CARE SURVEY

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MICHIGAN STATE UNIVERSITY CHILD-CARE SURVEY

A. Background and Purpose of the Child Care Study

In May, 1986, the Office of the Provost at Michigan State University established an All-University Committee on Child Care, charged with exploring the need for child care services among university employees. To help determine the level of need, a child care survey of all full-time university employees was launched. To oversee this survey, a management team was established including Professors: Gwen Andrew, Dean of the College of Social Science, Philip Marcus, Director of the Social Science Research Bureau, Philip Smith, Chair of the Department of Social Science and Robert Griffore, Chair of the Department of Child and Family Ecology. The actual design and execution of the child care survey was the responsibility of Professors William Bridgeland and Edward Duane of the Department of Social Science and Mr. Jerome Toler, graduate student in the Department of Sociology.

After the researchers conducted a literature search, they designed the survey instrument, consulting with a variety of pertinent child-care groups and resource persons. These included: the chair of the All-University Child Care Committee, Ms. Doris McNitt of the College of Social Science, the membership of the All-University Child-Care Committee, child care specialists from the Department of Family and Child Ecology (Professors Robert Griffore, Donna Howe, Marjorie Kostelnik, Christine Nelson and Alice Whiren), and Professor Hiram Fitzgerald of the Department of Psychology.

B. Design and Execution

The final survey instrument serves both as a census and an assessment of child care needs. In designing the questionnaire, efforts were made to achieve balance between a comprehensive coverage of child care needs, as identified in the research literature, and such practical concerns as the effective formatting of the questionnaire, respondent time limitations, and costs generated by a population of more than 8,000 potential respondents.

The questionnaire was mailed to all full-time Michigan State University (MSU) employees, both faculty and staff. Respondents were first asked if they had the main

responsibility for child care arrangements. Those who had responsibility were asked to fill out the whole questionnaire; those who did not were asked to complete the back page only. These items on the back page included one general content question about perceptions of co-worker child care problems interfering with work, and several other items soliciting demographic information, such as MSU employee group affiliation, sex, marital status, age, race, educational attainment, and zip code.

Those persons with the main child care responsibility began by responding to a census question concerning the number and ages of their children up to the age of 15. The remaining questions, primarily, assessed child care needs for two dimensions: use/satisfaction and preferences/needs. Those questions in the use/satisfaction dimension were represented by such items as: the main type of child care currently used (e.g., family, sitters and center care); the one major child care problem (e.g., availability, cost, location and emergency-sick care); the main type of care; the required hours of child care during the work day; family income and current financial outlay for child care.

Questions in the needs/preferences dimension encompassed such areas as: the type of child care arrangement needed in the next twenty-four months; the preferred location of child care; and any special care arrangements needed for the handicapped. Additional questions on the possible role of MSU included: the preferred type of MSU child care assistance (e.g., information, nontaxable payroll deduction or on-campus facilities); the need for an emergency or sick care facility on campus; and the willingness to pay for the operating costs of such a facility.

A pre-test of a small sample of MSU employees with diverse occupations and educational levels was conducted in August, 1986, to insure the effectiveness of the questionnaire for the larger population. The pre-test respondents were selected by the All-University Child Care committee, which represents a cross-section of MSU employees. The results of the pre-test basically confirmed the appropriateness of the instructions, content, format, style and length of the questionnaire. Given the results on the pre-test, certain alterations were made in question construction.

Communications Services, within Lifelong Education, was chosen to print the survey.

(See Appendix A for final questionnaire.) They began the process of editing, printing and readying the questionnaire for mailing in early September. In mid August, 1986, a Human Subjects Committee clearance was sought and granted (see request, Appendix B).

To insure the highest rate of questionnaire return, the child care research team took a series of initiatives. Potential respondents were alerted to the arrival of the questionnaire in four ways: an article in the MSU News Bulletin in mid September, an article in the CTU News, and two separate memoranda from Provost David Scott and Vice President Roger Wilkinson (Appendix C). The first of these was sent on September 10, 1986 to the Deans, Directors and Chairpersons, alerting these administrators to the questionnaire, the projected time of its arrival, and requesting that these administrators urge their staff and faculty to respond to it. On September 17, 1986, another memo was sent directly to all the faculty and staff encouraging their participation, which accompanied the questionnaire.

The stuffing and mailing of the questionnaire began on September 18, 1986 and took over three weeks to complete. In mid October, a reminder memo was sent to all full-time employees with an enclosed postcard for those needing to obtain a substitute questionnaire (see Appendix D).

In October and November, 1986, the research team numbered and classified all questionnaires into two groups: respondents who had responsibility for the main care of their children under fifteen years old and those who did not.

The process of data clean-up began in early November and was completed in early December, 1986. The clean-up process involved two basic tasks. Of the questionnaires received from respondents without main parental responsibility (last page only), it was anticipated that a 15% selective sample check for mechanical response problems would be adequate because of the limited number of demographic questions involved. In fact, this expectation was confirmed, since there were very few response problems. The questionnaires from respondents with main parental child care responsibility (full questionnaire) focused on child care needs and use patterns. The research team carefully examined each of the questionnaires in order to discover any response pattern error or difficulties, and to better instruct the data entry staff.

After the clean-up process was completed, a child care data codebook was developed to clearly identify each question for data entry (Appendix E) as well as a set of key-punch instructions (Appendix F).

The data verification process followed data entry and entailed two basic procedures. These procedures included a 100% independent verification of the demographic data (see back page of the questionnaire) by data verifiers, distinct from data entry staff. Data verification for persons who filled out the whole questionnaire (parental sample) involved an inspection of ten randomly selected clusters of the total response group, 50 questionnaires in each cluster. This whole process of data entry and verification was completed by the MSU Office of Administrative Information Services.

Data analysis and computer run plans were finalized in November, 1986. At that time, the team met with two representatives of the Child Care Committee: Professor Tracy Dobson of the Business Law Department and Ms. Judy Duncan of the Department of Family and Child Ecology. The team apprised these committee representatives both about the problems the study was facing in data entry and a proposed extension of data verification coverage.

The analysis involved two basic dimensions: the first, a profile of demographic characteristics of all MSU respondents, contrasted with a demographic profile of MSU parental respondents, identified as having the main responsibility for child care arrangements; and the second, the presentation of use and need response from the MSU parental sample.

C. Demographic Profile of MSU Respondents

A central consideration in designing the child care questionnaire was to derive a demographic profile of potential MSU users of services for children, and to relate this profile to their child care use and need patterns. This section of the report summarizes the demographic information obtained from the child care survey. The child care questionnaire was sent to all 8,293 full-time faculty and staff of MSU in September and October, 1986, with follow-ups in October and November, 1986.

Altogether, 4,759 respondents, or 57.4% of all full time MSU employees, responded

to the child-care survey. Of these 4,759 respondents, 1,483 persons (31.2%) identified themselves as being a parent of at least one child fifteen years of age or younger, and as having the main responsibility for child care arrangements. For subsequent analysis, this group of 1,483 persons will be referred to as MSU parents.

Tables 1-6 present a demographic profile of all survey respondents, as well as the MSU parents who identified themselves as having the main responsibility for their child care arrangements. The profile begins with the occupational distribution of the sample (derived from Q. 17 on the questionnaire.) Faculty and board appointments and clerical technicals were the two largest of the employee groups (Table 1). They were followed in size by two groups of administrative professionals (collapsed into a single category). Since each remaining employee group was small, they were grouped together in the "other" category. The occupational distribution data set forth in Table 1 indicate that MSU parents mirrored the occupational distribution of all respondents, although clerical technical parents represented a marginally higher percentage of respondents than that found in the total sample.

Not surprisingly, most respondents were highly educated (Table 2, Q. #22). Nearly nine out of ten (86.9%) had at least some post-secondary education, and more than two out of five (45%) had an advanced degree. The educational pattern of the subset of parental respondents was similar to the sample as a whole.

Table 3 (Q. #18) indicates that there were 466 more female respondents than males. The percentage of females was somewhat larger in the subset of MSU parents than for the sample as a whole, with 198 more females than males identifying themselves as having primary responsibility for child care arrangements.

The number of married exceeded the non-married respondents by a margin of more than three to one (70%) (Table 4, Q. #19). Among the latter, there were somewhat more singles than those who were divorced. As might be expected, a large majority (84%) of parental respondents were married. And among the parental subsample, there were relatively few who were single.

Table 5 (Q. #20) indicates that over half of the respondents to the general survey

(52%) were middle-aged (35 to 54). The number of people 55 years or older was less than one-fifth (15%) of the total sample. Although MSU parents were also middle-aged (nearly 60%), only 12 parents (less than 1%) were 55 years of age or above. On the other hand, as might be anticipated, the number of young parents (under age 34) was larger than it was for the whole sample (40% vs. 33%).

Nine out of ten (90%) respondents in the larger sample were white (Q. #21). The MSU parental sample was also mostly white, although MSU black parents made up a fairly large portion of the total number of black respondents (87/220 = 40%). Off all white respondents, 30% were parents.

In addition to the demographic information described above, the MSU parent subset was asked to provide family income, as well as age distributions of their children up to the age of fifteen. Family income information was considered important as an indicator of "ability to pay" relative to child care costs. The age distribution of the children of the MSU parental subset affects present and future child care needs of MSU parents.

Table 7 (Q. #11) depicts family income data for MSU parents. The average family income of MSU parents surveyed was between $30,000 and $40,000 annually, with over half of them earning between $20,000 and $50,000. Moreover, one quarter (26%) earned over $50,000. In contrast to these families, about one-fifth (18.5%) earned $20,000 or less.

Table 8 (Q. #1) shows that MSU parents had a total of 2,413 children from newborn to under sixteen years of age, scattered across all age groups. By educational age groupings, pre-school and elementary aged children dominated; 73.6% of the children of MSU parents were 10 years of age or less.

D. Child Care Survey Findings from the Parental Sample

To gain insight into child care arrangements, the survey included a series of questions designed to identify the characteristics of present child care use and preference patterns of the MSU parental subset. This section summarizes the survey findings related to child care patterns. The MSU parents were asked to identify the main type of child care they used during work hours (Table 9, Q. #2). Altogether, nine possible options were included, here grouped into five major categories. Table 9 indicates that MSU parents used "spouse and family care" (34%) and "out-of-home" sitters (27%) as their main types of child care. In addition, over one-sixth (17%) utilized some type of day care center.

Table 10 (Q. #3) reports that three out of ten (30%) MSU parents claimed to have no child care problems. However, about one-quarter (24%) had some problems with sick-child care arrangements. Costs of child care were a problem for about 15% of the MSU parents. When parents were asked about their level of satisfaction with child care arrangements (Table 11, Q. #4), most (86%) registered satisfaction, while half (52%) were very satisfied.

Parents were also queried about the main type of child care they anticipated needing in the next 24 months (Table 12, Q. #5). Altogether, nine different options were offered, grouped into six categories by major types. Well over half (56%) did not anticipate changing the main type of child care they presently used for any of their children.

MSU parents were questioned on the need for child care during work hours (Table 13, Q. #6). Well over one-third of MSU parents (39%) responded that they needed child care during all of the work day, while slightly under one-fourth (24%) indicated that they needed no care at all.

Nationally, recent attention has focused on unsupervised children, or children who are on their own ("latchkey") during parental work hours. MSU parents were asked about their experience with this situation. While most children of MSU parents were not latchkey (Table 14, Q. #7), over one-quarter of the parents said their children do spend regular times during work hours without adult supervision.

Parental respondents were also asked about the preferred location for child care

of pre-school children (Table 15, Q. #8). Although nearly one-fourth of MSU parents (23%) wanted their pre-school children cared for at home, nearly one-half (45%) desired care either on campus or at a center near campus.

Nearly 98% of the MSU parents indicated no need for special child care arrangements for physically or mentally handicapped children (Table 16, Q. #9.). MSU parents were also queried about using a facility located on campus for emergency or sick child care arrangements if regular arrangements were unavailable (Table 17, Q. #10). While half of those responding to Q. #10 indicated they would make use of such an arrangement, more than one-quarter (27%) indicated that they would not use a facility located on campus for such a purpose.

When asked about the amount they spend weekly for child care purposes (Table 18, Q. #12), over half (56%) of these MSU parents indicated they pay under $50.00. Over one-quarter (29%) responded that they pay between $51.00 and $100.00.

Parental respondents were also questioned about how much they are willing to pay per week to get exactly the kind of child care they wanted. Over half (53%) asserted that they were either unwilling or unable to pay more. Over one-fourth (29%) indicated that they would be willing to pay more, but the amount would be $50.00 or less (Table 19, Q. #13). An additional 17.9% would be willing to pay more than $50.00 per week.

In addition, MSU parents were asked about their willingness to share the cost if MSU were to provide a facility for child care purposes beyond what is currently offered. Roughly twice as many respondents indicated that they would be willing to pay for such services compared to those who would not (Table 20, Q. #14).

Forty-six percent of the MSU parents would prefer "on-campus facilities" if MSU were to expand child care assistance (Table 21, Q. #15). However, other potential MSU child care services received notable support. For example, nearly one-fifth (18%) would support having a "nontaxable payroll deduction" on child care, and a "contract with off-campus providers" received more than marginal support (10%).

E. SUMMARY

The Michigan State University Child-Care Survey produced a high rate of response: 4,759 respondents or 57.4% of MSU's full time employees participated in the survey. Over sixty-eight percent (68.8%) of the respondents indentified themselves as having no children 15 years old or younger or as not having main child care responsibility. Among the 1,483 respondents who indentified themselves as being a parent of at least one child fifteen years of age or younger, and as having the main responsibility for child care arrangements, there were mixed opinions concerning their child care arrangements and the potential role of MSU.

First, the parental sample represented only 31.2% of the total MSU full-time respondent population. Morever, three out of ten (30%) of MSU parents claimed to have no child care problems at all. Notably, most (86%) of these people were satisfied or somewhat satisfied, while over half (52%) were very satisified with their current child care arrangements. As to physically or mentally handicapped children, nearly 98% of the MSU parents indicated that they had no need for special child arrangements. Finally, well over half (56%) of the sample did not anticipate the need for altering their present child care arrangements in the next twenty-four months.

Within this overall data direction, however, some child care concerns did surface. For example, nearly one-quarter (24%) did have problems with emergency and/or sick child care. While nearly one quarter (24%) indicated they did not need child care during work hours, this was surpassed by well over one-third (39%) who did express such a need. Furthermore, while most children were not latchkey, over one-quarter spent regular times without adult supervision. Forty-five percent of the parental respondents would apparently like to have their pre-school children cared for on campus or at a center near campus and half of them indicated they would use a facility on campus for emergency or sick care. Finally, if MSU were to become directly involved in providing child care assistance, nearly half of the parental sample would prefer an on-campus facility over the other four options presented. Approximately twice as many respondents as not indicated their willingness to pay for each child care facility.

TABLE 1
Occupational Groupings of Respondents

Questions 17: To which MSU employee group do you belong?

OCCUPATIONAL GROUP	ALL RESPONDENTS	PARENTAL RESPONDENTS
Faculty and Board	1756 (37.3%)	508 (34.8%)
Clerical Technical	1463 (31.0%)	487 (33.4%)
Administrative Professional	983 (20.9%)	298 (20.4%)
Other (Locals, nurses, etc.)	511 (10.8%)	167 (11.5%)
TOTAL	4713 (100.0%)*	1460 (100.1%)*

TABLE 2
Educational Level of Respondents

Question 22: What is your highest education level?

EDUCATIONAL LEVEL	ALL RESPONDENTS	PARENTAL RESPONDENTS
Up to a Secondary Level	527 (11.4%)	163 (11.2%)
Post Secondary Level	2059 (43.8%)	664 (45.6%)
Advanced Degrees	2031 (43.1%)	599 (41.1%)
Other	86 (1.8%)	32 (2.2%)
TOTAL	4617 (100.0%)*	1426 (100.1%)*

TABLE 3
Sex of Respondents

Question 18: What is your sex?

SEX	ALL RESPONDENTS	PARENTAL RESPONDENTS
Female	2599 (54.9%)	834 (56.7%)
Male	2133 (45.1%)	636 (43.3%)
TOTAL	4732 (100.0%)*	1470 (100.0%)*

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*The totals vary because of missing data.

TABLE 4
Marital Status of Respondents

Question 19: What is your marital status?

MARITAL STATUS	ALL RESPONDENTS	PARENTAL RESPONDENTS
Married	3314 (70.1%)	1231 (83.9%)
Single	795 (16.8%)	48 (03.3%)
Divorced	504 (10.7%)	162 (11.0%)
Other (widowed, etc.)	113 (02.4%)	26 (01.8%)
TOTAL	4726 (99.9%)*	1467 (100.0%)*

TABLE 5
Age of Respondents

Question 20: What was your age on your last birthday?

AGE	ALL RESPONDENTS	PARENTAL RESPONDENTS
Younger (34 and under)	1560 (33.0%)	594 (40.4%)
Middle (35 to 54)	2447 (51.7%)	862 (58.8%)
Older (55 and over)	719 (15.2%)	12 (00.8%)
TOTAL	4726 (100.0%)*	1468 (100.0%)*

TABLE 6
Race of Respondents

Question 21: What is your race?

RACE	ALL RESPONDENTS	PARENTAL RESPONDENTS
White	4200 (89.6%)	1266 (87.1%)
Black	220 (04.7%)	87 (06.9%)
Asian-Pacific Islanders	113 (02.4%)	51 (03.5%)
Hispanic	72 (1.5%)	29 (2.0%)
Native American	52 (1.1%)	14 (1.0%)
Other	29 (0.6%)	6 (0.4$)
TOTAL	4689 (99.9%)*	1454 (100.9%)*

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*The totals vary because of missing data.

TABLE 7
Family Income of Parental Respondents

Question 11: What was your total family income in 1985?

FAMILY INCOME	FREQUENCY	PERCENT
Under $10,000	42	02.9%
$10,000 to $19,999	224	15.6%
$20,000 to $29,999	305	21.2%
$30,000 to $39,999	259	18.0%
$40,000 to $49,999	234	16.3%
$50,000 to $59,999	168	11.7%
$60,000 and Over	206	14.3%
TOTAL	1438*	100.0%

TABLE 8
Children's Ages of Parental Respondents

Question 1: What are the ages of ALL your children from newborn through fifteen years of age (Birth-15) who live with you now?

CHILDREN'S AGES	FREQUENCY	PERCENT
Pre-school age children (birth to 4 years)	900	37.3%
Elementary-school age children (including kindergarten, 5 years to 10 years)	875	36.3%
Middle-school age children (11 to 13 years)	393	16.3%
Junior-high-school age children (14 and 15 year olds)	245	10.2%
TOTAL	2413*	100.1%

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*The totals vary because of missing data and variations in family sizes.

TABLE 9
Type of Child Care of Respondents

Question 2: What is the ONE MAIN type of child care you use during work hours for each of your children?

TYPE OF CARE	FREQUENCY	PERCENT
Spouse or Family Care	750	33.7%
Out-of-Home Sitter (part time & full time)	590	26.5%
Day Care Center (part time & full time)	385	17.3%
In Home Sitter (part time & full time)	185	08.3%
Other	315*	14.2%
TOTAL	2225**	100.0%

TABLE 10
Type of Child Care Problems of Respondents

Question 3: What, if any, is the ONE MAJOR child care problem that you have during work hours for each of your children?

CHILD CARE PROBLEMS	FREQUENCY	PERCENT
No Problem	603	29.8%
Sick-Child Care Arrangements	483	23.9%
Costs of Child Care	295	14.6%
Emergency Arrangements	188	09.3%
Availability of Child Care	165	08.2%
Quality of Child Care	101	05.0%
Hours of Child Care	61	03.0%
Location of Child Care	58	02.9%
Other	68*	03.4%
TOTAL	2022**	100.1%

TABLE 11
Level of Respondent Satisfaction with Child Care

Question 4: Are you satisfied with the one MAIN type of child care arrangement you currently use during work hours for each child?

LEVEL OF SATISFACTION	FREQUENCY	PERCENT
Very Satisfied with Arrangements	1180	51.5%
Somewhat Satisfied with Arrangements	784	34.2%
Somewhat Dissatisfied with Arrangements	256	11.2%
Very Dissatisfied with Arrangements	68	03.0%
TOTAL	2288**	99.97%

*The other category has not been systematically examined to date.
**The totals vary because of missing data and variations in family sizes.

TABLE 12
Type of Anticipated Child Care of Respondent

Question 5: Identify the ONE MAIN type of child care you will need in the next twenty-four months for each of your children during work hours.

TYPE OF ANTICIPATED CARE	FREQUENCY	PERCENT
No Change	1270	56.4%
Day Care Center (part time & full time)	361	16.0%
Out-of-Home Sitter (part time & full time)	267	11.9%
In Home Sitter (part time & full time)	191	08.5%
Spouse or Family Care	65	02.9%
Other	99*	04.4%
TOTAL	2253**	100.0%

TABLE 13
Time Respondents' Need Child Care

Question 6: When, during work hours, do you generally need child care for each of your children?

TIME NEED FOR CHILD CARE	FREQUENCY	PERCENT
Need None at All	518	24.0%
Morning Work Hours only	104	04.8%
Afternoon or Evening Work Hours Only	474	22.0%
All of your Work Day	848	39.4%
Other	210*	09.7%
TOTAL	2154**	99.9%

TABLE 14
Unsupervised Children

Question 7: Are there regular times during work hours when any of your children are without adult supervision?

UNSUPERVISED CHILDREN		FREQUENCY	PERCENT
No	1667	71.5%	
Yes		665	28.5%
TOTAL		2332**	100.0%

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*The other category has not been systematically examined to date.
**The totals vary because of missing data and variations in family sizes.

TABLE 15
Respondent Preferences for Pre-school Child Care Location

Question 8: At what location would you prefer child care arrangements during work hours for your preschool child (children)?

PREFERRED CHILD CARE LOCATION	FREQUENCY	PERCENT
At Home	199	23.1%
Private Home	90	10.5%
Center near Home	123	14.3%
Spouses'Work Place/Center near Spouses' Work	24	02.8%
On the Campus	191	22.2%
Center near my Work	196	22.8%
Other	37*	04.3%
TOTAL	860**	100.0%

TABLE 16
Respondent Need for Special Child Care

Question 9: Do any of your children need special child care arrangements because of a physical or mental handicap?

NEED SPECIAL CHILD CARE	FREQUENCY	PERCENT
No Special Care Needed	1413	97.9%
Yes, for Physical Handicap Only	13	00.9%
Yes, for Mental Care Handicap Only	6	00.4%
Yes, need for both Physical and Mental Handicaps	11	00.8%
TOTAL	1443**	100.0%

TABLE 17
Respondent Use of Special MSU Facility for Child Care

Question 10: Would you use a facility located on campus for emergency or sick-child care if your regular arrangements were unavailable during work hours?

USE A SPECIAL MSU FACILITY	FREQUENCY	PERCENT
No, Would Not Use a Facility in Either Instance	379	26.9%
Yes, Would Use a Facility for Emergency Care Only	191	13.6%
Yes, Would Use a Facility for a Sick-Child Care Only	88	06.2%
Yes, Would Use a Facility for Both Sick & Emergency	751	53.3%
TOTAL	1409**	100.0%

*The other category has not been systematically examined to date.
**The totals vary because of missing data and variations in family sizes.

TABLE 18
Respondent's Payment for Child Care

Question 12: How much is paid per week for the care of each of your children during work hours?

CHILD CARE PAYMENTS PER WEEK	FREQUENCY	PERCENT
Unable to Pay	207	10.7%
Under $50.00	1088	56.3%
$51.00 to $100.00	556	28.8%
$101.00 to $150.00	64	03.3%
Over $150.00	18	00.9%
TOTAL	1933**	100.0%

TABLE 19
Respondent's Willingness to Pay More for Child Care

Question 13: How much more would you be willing to pay per week to get exactly the kind of child care you want for each of your children during work hours?

WILLINGNESS TO PAY MORE FOR CHILD CARE	FREQUENCY	PERCENT
Unwilling to Pay More	511	27.1%
Unable to Pay More	490	26.0%
Under $50.00	547	29.0%
$51.00 to $100.00	279	14.8%
$101.00 to $150.00	47	02.5%
Over $150.00	12	00.6%
TOTAL	1886**	100.0%

TABLE 20
Respondent's Willingness to Pay for MSU Facility

Question 14: If MSU were to provide a facility for child care purposes beyond what is currently offered, would you be willing to pay the cost for having your children use it?

WILLINGNESS TO PAY FOR MSU FACILITY	FREQUENCY	PERCENT
Yes, Willing	907	68.2%
No, Not Willing	421	31.7%
TOTAL	1328**	99.9%

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* The other category has not been systematically examined to date.
** The totals vary because of missing data and variations in family sizes.

TABLE 21
Respondent's Preferences for Type of MSU Support

Question 15: If MSU were to expand child care assistance, what type of support would you prefer?

PARTICULAR TYPE OF EXPANDED MSU SERVICES SUPPORTED	FREQUENCY	PERCENT
On-Campus Facilities	547	46.0%
Non-taxable Payroll Deduction Plan	211	17.8%
Contract with Off-Campus Providers	120	10.1%
Information about Child Issues	115	09.7%
Information about Specific Programs	98	08.2%
Other	97*	08.2%
TOTAL	1188**	100.0%

* The other category has not been systematically examined to date.
** The totals vary because of missing data and variations in family sizes.

Child Care Survey for MSU Employees

Instructions:

(a) IF YOU HAVE A CHILD 15 YEARS OLD OR YOUNGER AND YOU HAVE **THE MAIN** RESPONSIBILITY FOR CHILD CARE ARRANGEMENTS, BEGIN ANSWERING WITH QUESTION NO. 1 ON PAGE ONE AND PROCEED THROUGH QUESTION NO. 23.

(b) IF YOU HAVE A CHILD 15 YEARS OLD OR YOUNGER BUT YOU **DO NOT** HAVE THE MAIN CHILD CARE RESPONSIBILITY, BEGIN ANSWERING WITH QUESTION 16, ON PAGE FOUR.

(c) IF YOU HAVE **NO** CHILDREN 15 YEARS OLD OR YOUNGER, BEGIN ANSWERING WITH QUESTION 16, ON PAGE FOUR.

Q 1. What are the ages of ALL your children from newborn through fifteen years of age (Birth-15) who live with you now? (Write their ages in order with the youngest first)

Yrs./ Mos.	Yrs./ Mos.	Yrs./ Mos.	Yrs./ Mos.	Yrs./ Mos.
Child 1 (Youngest)	Child 2	Child 3	Child 4	Child 5

Q 2. What is the ONE MAIN type of **child care** you use during work hours for each of your children? (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. Spouse or family care					
2. Part time day care center					
3. Full time day care center					
4. Part time in-home sitter					
5. Full time in-home sitter					
6. Part time out-of-home sitter					
7. Full time out-of home sitter					
9. Other (Specify): _____					

Q 3. What, if any, is the ONE MAJOR **child care problem** that you have during work hours for each of your children? (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. No problem					
2. Availability of child care					
3. Cost of child care					
4. Hours of child care					
5. Location of child care					
6. Quality of child care					
7. Sick-child arrangements					
8. Emergency arrangements					
9. Other (Specify): _____					

Q 4. Are you satisfied with the one MAIN type of child care arrangement you currently use during work hours for each child? (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. Very satisfied					
2. Somewhat satisfied					
3. Somewhat dissatisfied					
4. Very dissatisfied					

Q 5. Identify the ONE MAIN type of child care you will need in the next twenty-four months for each of your children during work hours. (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. No change from present					
2. Spouse or family care					
3. Part time day care center					
4. Full time day care center					
5. Part time in-home sitter					
6. Full time in-home sitter					
7. Part time out-of-home sitter					
8. Full time out-of-home sitter					
9. Other (Specify): _____					

Q 6. When, during work hours, do you generally need child care for each of your children? (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. Need none at all					
2. Morning work hours only					
3. Afternoon work hours only					
4. Evening work hours only					
5. All-of-your-work day					
9. Other (Specify): _____					

Q 7. Are there regular times during work hours when any of your children are without adult supervision? (Circle one)

1. No
2. Yes (Specify amount of time): _____ in a.m., _____ in p.m.

Q 8. At what location would you prefer child care arrangements during work hours for your preschool child (children)? (Circle one)

1. No preschool children
2. At my home
3. At private home
4. At center near my home
5. At center near spouse's work
6. At center near my work place
7. At spouse's work place
8. On campus
9. Other (Specify): _____

Q 9. Do any of your children need special child care arrangements because of a physical or mental handicap? (Circle one)

1. No special child care needed
2. Yes, for physical handicap only
3. Yes, for mental handicap only
4. Yes, for both types of handicap

Q 10. Would you use a facility located on campus for emergency or sick-child care if your regular arrangements were unavailable during work hours? (Circle one)

1. No, neither emergency nor sick-child care
2. Yes, emergency care only
3. Yes, sick-child care only
4. Yes, both emergency and sick-child care

Q 11. What was your total family income in 1985? (Circle one)

1. UNDER $10,000
2. $10,000-$19,999
3. $20,000-$29,999
4. $30,000-$39,999
5. $40,000-$49,999
6. $50,000-$59,999
7. $60,000 AND OVER

Q 12. How much is paid per week for the care of each of your children during work hours? (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. Unable to pay	_____	_____	_____	_____	_____
2. Under $50.00	_____	_____	_____	_____	_____
3. $51.00 to $100.00	_____	_____	_____	_____	_____
4. $101.00 to $150.00	_____	_____	_____	_____	_____
5. Over $150.00	_____	_____	_____	_____	_____

Q 13. How much more would you be willing to pay per week to get exactly the kind of child care you want for each of your children during work hours? (Check one in each column)

	Child 1	Child 2	Child 3	Child 4	Child 5
1. Unwilling to pay more	_____	_____	_____	_____	_____
2. Unable to pay more	_____	_____	_____	_____	_____
3. Under $50.00	_____	_____	_____	_____	_____
4. $51.00 to $100.00	_____	_____	_____	_____	_____
5. $101.00 to $150.00	_____	_____	_____	_____	_____
6. Over $150.00	_____	_____	_____	_____	_____

Q 14. If MSU were to provide a facility for child care purposes beyond what is currently offered, would you be willing to pay the cost for having your children use it? (Circle one)

1. No
2. Yes

Q 15. If MSU were to expand child care assistance, what type of support would you prefer? (Circle one)

1. General information about child issues (e.g., workshops)
2. Information and referral on specific programs
3. Contract with off-campus providers
4. On-campus facilities
5. Nontaxable payroll deduction plan

9. Other (Specify): _____

Q 16. During the past year, how often, if ever, has your work at MSU been made difficult because a co-worker could not get child care? (Circle one)

1. Never made difficult
2. Seldom made difficult
3. Often made difficult
4. Very often made difficult

Q 17. To which MSU employee group do you belong? (Circle one)

1. Administrative Professional (APA)
2. Administrative Professional Supervisor (APSA)
3. Skilled trades (Local 999)
4. General labor (Local 1585)
5. Clerical Technical (CTU)
6. Faculty & Board appointments
7. Public Safety Officers (FOP); Operating Engineers (Local 547)
8. Nurses
9. Other (Specify): _____

Q 18. What is your sex? (Circle one)

1. Male
2. Female

Q 19. What is your marital status? (Circle one)

1. Married
2. Single
3. Widowed
4. Divorced
9. Other (Specify):_____

Q 20. What was your age on your last birthday? (Circle one)

1. 24 or under
2. 25 to 29
3. 30 to 34
4. 35 to 39
5. 40 to 44
6. 45 to 49
7. 50 to 54
8. 55 or over

Q 21. What is your race? (Circle one)

1. Black
2. Asian/Pacific Islander
3. Hispanic
4. Native American
5. White
9. Other (Specify): _____

Q 22. What is your highest education level? (Circle **highest**)

1. Did not complete high school
2. High school/GED
3. Some college, but no degree
4. Associate's degree
5. Bachelor's degree
6. Master's degree
7. Doctorate degree
9. Other (Specify): _____

Q 23. What is your home Zip Code? (Write all five digits)

___ ___ ___ ___ ___

Thank you for your cooperation. If you have any comments about this questionnaire or about child care, write them below.

Please return the questionnaire in the envelope provided through MSU mail to:
Child Care Survey, Social Science Research Bureau, 206 Berkey Hall, Campus.

Appendix B

MICHIGAN STATE UNIVERSITY

SOCIAL SCIENCE RESEARCH BUREAU
BERKEY HALL

EAST LANSING • MICHIGAN • 48824-1111

14 August 1986

MEMORANDUM

To: Henry Bredeck
Human Subjects Committee

From: Philip M. Marcus *PMM*
Social Science Research Bureau

Re: Clearance for a A Survey of Child Care Needs
at Michigan State University

A number of top officials at Michigan State University (MSU), including the offices of the Provost, the Vice-President for Finance and Operations, and the Vice-President for Personnel and Employment Relations, have worked closely with a number of women's advisory groups over the past few years on the issue of child care needs. This year they have decided to sponsor a survey of all employees. The research team is composed of a management group (Gwen Andrew, Philip R. Smith, Robert Griffore, and myself), and the study is being executed by Professors William Bridgeland and Edward Duane. Doris McNitt heads the advisory group. The survey is currently being pretested, and the investigators plan to gather the data in the fall 1986.

Would you please review the enclosed pretest instrument and advise us on whether or not we must have a full Committee approve the final instrument? It is my understanding that you might waive the Committee review because this questionnaire will be anonymous and voluntary, that is, no names will be requested, and no identifying characteristics will be required. (The final format of the questionnaire may have a few changes from the pretest, but the questions will be essentially the same and no major changes are planned beyond some slight question wording.) The completed questionnaires will be returned in unmarked envelopes to the Social Science Research Bureau where they will be coded. When the data are analyzed, no unit with fewer than 5 employees will ever be identified, and the analyses now planned do not envision even that close a specification. I may be wrong, but are not in-house studies performed for administrative purposes exempt from review by the Human Subjects Committee?

Thank you for helping us with the Human Subject Committee clearance for this child care need study. If we can provide you with any additional information, please let me know.

cc. Gwen Andrew
William Bridgeland
Edward Duane
Robert Griffore
Doris McNitt
Philip R. Smith

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Appendix C

THE NEWS-BULLETIN

Michigan State University

Vol. 18, No. 1

Sept. 25, 1986

Employees surveyed on child care needs

Questionnaires were mailed last week to 8,700 full-time faculty and staff members requesting information on the issue of child care.

The survey is being conducted for the University's Child Care Committee. Data collected will be used by the committee as the basis for recommendations to the administration regarding child care.

Professors William Bridgeland and Edward Duane of the social science department and sociology department graduate assistant Jerome Toler make up the project's research team.

A management team overseeing the project includes Dean Gwen Andrew of the College of Social Science; Professor Philip Smith, chairperson of the Department of Social Science; Professor Philip Marcus, director of the Social Science Research Bureau, and Professor Robert Griffore, chairperson of the Department of Family and Child Ecology.

Response to the survey is voluntary and anonymous. Results are expected to be compiled by January.

Appendix C

CT NEWS *August 15, 1986* *Volume XIV, Number 13*

5

Child-Care Questionnaire To Assess CT Needs

In September, all full-time CTs will receive a questionnaire designed to identify the child-care needs of MSU employees. The University Child-Care Committee will then use the data obtained from the questionnaire as the basis for its recommendations to the administration.

"It is critical that people take the time to fill out this questionnaire," stated Rondy Scheidt, CTU Board member and the CTU's representative on the Child-Care Committee (established last spring at the request of the CT Union during our contract negotiations).

"The recommendations of the Child-Care Committee are going to hinge on the results of the questionnaire, so it's very important that we get good data," Scheidt said. "We've waited a long time for this issue to be addressed by the University."

She noted that both parents and non-parents are affected by the child care issue.

"People need to recognize that whether or not they have children, the availability of child care affects the quality of the work place. It is hard for a parent to function at the work place when she or he is worried about a child."

The child-care questionnaire is being prepared by a survey team composed of Professors Edward Duane and William Bridgeland, both in the Department of Social Science, and Jerome Toler, a graduate assistant in the Department of Sociology. The questionnaire will be distributed to approximately 8700 full-time MSU employees.

According to Doris McNitt, chairperson of the Child-Care Committee, the committee also plans to investigate child-care facilities available to employees – from small, family, day-care operations to employer-sponsored day-care centers.

"I'm really amazed at the effort our committee members and the questionnaire survey team are putting into this project," McNitt stated. "The project is going extremely well."

Appendix C

MICHIGAN STATE UNIVERSITY

OFFICE OF THE PROVOST
ADMINISTRATION BUILDING

EAST LANSING • MICHIGAN • 48824-1046

September 10, 1986

MEMORANDUM # A/8/86-87

TO: Deans, Directors and Chairpersons

FROM: David K. Scott, Provost DKS

Roger Wilkinson, Vice President for Finance & Operations RW

SUBJECT: Child Care Survey

The University is conducting a survey on faculty and staff needs in the broad area of child care. The questionnaires will be sent to the faculty and staff on September 19, and should be returned by October 6, if at all possible.

We hope you will urge your faculty and staff to complete and return the questionnaire. Increased response rate will augment the quality of the data.

We thank you for your help.

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Appendix C

MICHIGAN STATE UNIVERSITY

OFFICE OF THE PROVOST
ADMINISTRATION BUILDING

EAST LANSING • MICHIGAN • 48824-1046

September 17, 1986

MEMORANDUM

TO: The Faculty and Staff of Michigan State University

FROM: David K. Scott, Provost DKS

Roger Wilkinson, Vice President for Finance & Operations RW

SUBJECT: Child Care Survey

The University is conducting a survey to gain information about the needs of MSU faculty and staff regarding child care. The enclosed questionnaire is designed to provide current information in a form that can be readily collated.

Please take a few minutes to complete this questionnaire and then return it in the enclosed self-addressed envelope by October 6, if at all possible. All responses will remain anonymous.

We thank you for your cooperation.

Enclosures

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Appendix D

MICHIGAN STATE UNIVERSITY

COLLEGE OF SOCIAL SCIENCE
DEPARTMENT OF SOCIAL SCIENCE
SOUTH KEDZIE HALL

EAST LANSING • MICHIGAN • 48824-1032

October 13, 1986

TO: *The Faculty and Staff of Michigan State University*

FROM: *Child-Care Research Team*

SUBJECT: *Child-Care Study Reminder*

In September, we mailed you a questionnaire seeking your input on child care issues. As of today, we have not received replies from some MSU employees. If you have completed and returned the questionnaire, please ignore this reminder.

For those of you who have not responded, please take the time to complete and return this questionnaire. If you cannot locate it, contact the Social Science Research Bureau (5-6672), or fill out the enclosed card and return it by campus mail. Thank you for your cooperation.

Enclosure

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Appendix D

Sent back

CHILD-CARE STUDY REMINDER

Please send me another questionnaire _____

Name: _____

Campus Address: _____

_____

Child-Care Study
Social Science Research Bureau
206 Berkey Hall
Campus

Appendix E

CHILD CARE CODEBOOK

Q'naire I.D.#	Variable Number	Column	Variable Name	Response Code	Format
0001	1	1-4	Q'naire I.D.	0001	F4
	2	5-14	Kids Ages	01-15	F10
	3	15-19	Main Care Type	1-9	5F1
	4	20-24	Major Care Problem	1-9	5F1
	5	25-29	Satisfaction with care Arrangement	1-4	5F1
	6	30-34	Future Care Need	1-9	5F1
	7	35-39	Hours When Care Needed	1-9	5F1
	8	40-45	Latchkey Kids	1-6	F6
	9	46	Preferred Care Location	1-9	F1
	10	47	Handicap Requirements	1-4	F1
	11	48	Campus Emergency Care	1-4	F1
	12	49	Family Income	1-7	F1
	13	50-54	Weekly Care Payment	1-5	5F1
	14	55-59	Willing To Pay More	1-6	5F1
	15	60	MSU Facility-User Payment	1-2	F1
	16	61	MSU Assistance-User Preference	1-9	F1
	17	62	Co-Worker Care Problems	1-4	F1
	18	63	R's Employer Group	1-9	F1
	19	64	R's Sex	1-2	F1
	20	65	R's Marital Status	1-9	F1
	21	66	R's Age	1-8	F1
	22	67	R's Race	1-9	F1
	23	68	R's Education	1-9	F1
	24	69	Zip Code	1-9	F5
	25	70	Support for MSU Assistance	1-2	F1

Appendix F

KEY PUNCH INSTRUCTIONS

1. Ignore all written comments except the very last open-ended part which is now called question #25. Here, enter the number given in red. If no number is given, enter zero (0).

2. When keying question #1:
   A. Always assume that the first number(s) written for each child stands for years, and second set of number stands for months.

   B. When listing/keying ages, enter one (01) if the child's age is under two (2); enter two (02) if under three, etc., and enter fifteen (15) if under sixteen (16). Enter no months, but rather, round down in all instances except when the child is under one. In this case round up only.

   C. If no months are given, assume that the figure given is year of age.

   D. If any children are above age fifteen & eleven months, do not list. Also if any unborn children are included, do not list.

   E. Look for any children's ages below the line provided.

3. When more than one response to any question (other than #1) is given, enter 0's.

4. Enter "0" for ALL missing data.

5. Where respondent adds a response category and circles it, enter "0".

6. Where respondent puts comments in the 9th choice, enter "9".

7. On question #7:
   A. Key the hours given in minutes, e.g., where 2 hours is given, key 120.

   B. Where a range of time is given, key the highest amount of time given, e.g., for 2 to 3 hours, key 3 hours or 180 minutes.

   C. Where response is "no," key five (5) zeros (0) and then a one (1) in the six spaces provided.

*If you use a tool (ruler, etc.) to aid you in staying on the right row, glance at the ENTIRE QUESTION before you begin to type to be sure that no questions have double responses, which requires a "0" response/key.

Appendix G

Appendix G presents cross tabulations between the variables represented in both the demographic and attitudinal questions on child care use/satisfaction and preference/needs. Tables 22 through 41 supply information on the interactions of the child care variables which have been discussed singly heretofore.

TABLE 22

Q 4. SATISFIED WITH MAIN CURRENT ARRANGEMENT	Q 1. AGE OF CHILD								ROW TOTAL
	1 - 2	3 - 4	5 - 6	7 - 8	9 - 10	11 - 12	13 - 14	15	
1 VERY SATISFIED	271 49.9%	174 51.5%	162 52.5%	144 50.4%	129 .51%	106 .41%	125 60.1%	68 70.8%	1179 51.6%
2 SOMEWHAT SATISFIED	206 .38%	120 35.9%	106 34.6%	90 31.5%	91 .36%	97 37.8%	51 25.7%	22 22.9%	783 34.3%
3 SOMEWHAT DISSATISFIED	53 .9%	37 11.2%	29 9.5%	43 15.4%	24 9.5%	44 .17%	21 10.3%	5 5.2%	256 11.2%
4 VERY DISSATISFIED	17 3.1%	5 1.5%	11 3.6%	8 2.8%	9 3.2%	11 4.3%	6 .03%	1 1.0%	68 3.0%
COLUMN TOTAL	547 23.9%	336 14.7%	308 13.5%	285 12.5%	253 11.1%	258 11.3%	203 .09%	96 .04%	2,286 100.0%

TABLE 23

Q 4. SATISFIED WITH MAIN CURRENT ARRANGEMENT	Q 2. MAIN CHILD CARE DURING WORK HOURS								ROW TOTAL
	SPOUSE FAMILY 1	PART TIME DAY CARE 2	FULL TIME DAY CARE 3	PART TIME IN-SIT 4	FULL TIME IN-SIT 5	PART TIME OUT-SIT 6	FULL TIME OUT-SIT 7	OTHER 9	
1 VERY SATISFIED	469 64.6%	80 47.9%	115 54.0%	33 30.8%	37 50.7%	117 40.5%	144 48.0%	126 44.1%	1121 51.9%
2 SOMEWHAT SATISFIED	171 23.6%	73 43.7%	84 39.4%	51 47.7%	28 38.4%	123 42.6%	112 37.3%	94 32.9%	737 34.1%
3 SOMEWHAT DISSATIFIED	68 9.4%	12 7.2%	12 5.6%	18 16.8%	7 9.6%	41 14.2%	32 10.7%	47 16.4%	237 11.0%
4 VERY DISSATISFIED	18 2.5%	2 1.2%	2 .9%	5 4.7%	1 1.4%	8 2.8%	12 4.0%	19 6.6%	67 3.1%
COLUMN TOTAL	726 33.6%	167 7.7%	213 9.9%	107 4.9%	73 3.4%	289 13.4%	300 13.9%	286 13.2%	2162 100.0%

TABLE 24

Q 4. SATISFACTION WITH CHILD CARE	Q 3. PROBLEMS OF CHILDCARE		
	NO PROBLEMS	PROBLEMS	ROW TOTAL
SATISFIED	565 28.6%	1151 58.3%	1716 86.9%
DISSATISFIED	9 0.5%	249 12.6%	258 13.1%
COLUMN TOTAL	574 29.1%	1400 70.9%	1974 100.0%

TABLE 25

Q 4. LEVEL OF SATISFIED.	Q 6. NEED FOR CHILD CARE. NO NEED	NEED	ROW TOTAL
SATISFACTION	473 22.6%	1325 63.4%	1798 86.0%
DISSATISFACTION	14 0.7%	279 13.3%	293 14.0%
COLUMN TOTAL	487 23.3%	1604 76.7%	2091 100.0%

TABLE 26

Q 4. SATISFIED WITH MAIN CURRENT ARRANGEMENT.	Q 7. CHILD WITHOUT SUPERVISION. 1 NO	2 YES	ROW TOTAL
1 VERY SATISFIED	908 56.4%	249 40.8%	1157 52.1%
2 SOMEWHAT SATISFIED	526 32.7	235 38.5%	761 34.3%
3 SOMEWHAT DISSATISFIED	142 8.8%	102 16.7%	244 11.0%
4 VERY DISSATISFIED	35 2.2%	24 3.9%	59 2.7%
COLUMN TOTAL	1611 72.5%	610 27.5%	2221 100.0%

TABLE 27

4. SATISFIED WITH MAIN CURRENT ARRANGEMENT.	Q 11. FAMILY INCOME LEVEL. UNDER $10,000	$10,000-$19,999	$20,000-$29,999	$30,000-$39,999	$40,000-$49,999	$50,000-$59,999	$60,000 AND OVER	ROW TOTAL
. VERY SATISFIED	29 39.7%	147 45.5%	248 51.8%	217 49.2%	204 52.2%	140 55.3%	186 58.3%	1171 51.4%
. SOMEWHAT SATISFIED	31 42.5%	115 35.6%	162 33.8%	155 35.1%	134 34.3%	86 34.0%	104 32.6%	787 34.5%
. SOMEWHAT DISSATISFIED	8 11.0%	43 13.3%	45 9.4%	60 13.6%	48 12.3%	26 10.3%	23 7.2%	253 11.1%
. VERY DISSATISFIED	5 6.8%	18 5.6%	24 5.0%	9 2.0%	5 1.3%	1 .4%	6 1.9%	68 3.0%
COLUMN TOTAL	73 3.2%	323 14.2%	479 21.0%	441 19.4%	391 17.2%	253 11.1%	319 14.0%	2279 100.0%

TABLE 28

Q 12. PAYMENT FOR CHILD CARE.	Q 4. SATISFACTION LEVEL WITH CHILD CARE.		
	SATISFIED	DISSATISFIED	ROW TOTAL
PAY $50.00 OR LESS	907 53.4%	157 9.3%	1064 62.7%
PAY MORE THAN $50.00	555 32.7%	79 4.6%	634 37.3%
COLUMN TOTAL	1462 86.1%	236 13.9%	1698 100.0%

TABLE 29

Q 4. LEVEL OF SATISFACTION.	Q 17. EMPLOYEE GROUP. NON-FACULTY	FACULTY	ROW TOTAL
VERY SATISFIED	727 32.2%	438 19.4%	1165 51.7%
SOMEWHAT SATISFIED	505 22.4%	268 11.9%	773 34.3%
SOMEWHAT DISSATISFIED	166 7.4%	87 3.9%	253 11.2%
VERY DISSATISFIED	52 2.3%	12 0.5%	64 2.8%
COLUMN TOTAL	1450 64.3%	805 35.7%	2255 100.0%

TABLE 30

Q 4. LEVEL OF SATISFACTION.	Q 17. EMPLOYEE GROUP. NON-CLERICAL/TECHNICAL	CLERICAL/TECHNICAL	ROW TOTAL
VERY SATISFIED	813 36.1%	352 15.6%	1165 51.7%
SOMEWHAT SATISFIED	502 22.3%	271 12.0%	773 34.3%
SOMEWHAT DISSATISFIED	182 8.1%	71 3.1%	253 11.2%
VERY DISSATISFIED	39 1.7%	25 1.1%	64 2.8%
COLUMN TOTAL	1536 68.2%	719 31.8%	2255 100.0%

TABLE 31

Q 2. MAIN CHILD CARE USED DURING WORK HOURS.	Q 17. EMPLOYEE GROUP. NON-FACULTY	FACULTY	ROW TOTAL
1. SPOUSE/FAMILY	423 29.9%	314 40.3%	737 33.6%
2. PART TIME DAY CARE	101 7.1%	68 8.7%	169 7.7%
3. FULL TIME DAY CARE	126 8.9%	85 10.9%	211 9.6%
4. PART TIME IN-SIT	71 5.0%	39 5.0%	110 5.0%
5. FULL TIME IN-SIT	46 3.2%	27 3.5%	73 3.3%
6. PART TIME OUT-SIT	210 14.8%	74 9.5%	284 12.9%
7. FULL TIME OUT-SIT	246 17.4%	52 6.7%	298 13.6%
9. OTHER	194 13.7%	119 15.3%	313 14.3%
COLUMN TOTAL	1417 64.5%	779 35.5%	2196 100.0%

TABLE 32

Q 8. PREFERRED PRESCHOOL CHILD CARE LOCATION.	Q 17. EMPLOYEE GROUP. NON-FACULTY	FACULTY	ROW TOTAL
1. NO PRESCHOOL CHILDREN	310 36.0%	164 35.7%	474 35.9%
2. AT HOME	115 13.3%	79 17.2%	194 14.7%
3. PRIVATE HOME	65 7.5%	25 5.4%	90 6.8%
4. AT CENTER NEAR HOME	75 8.7%	44 9.6%	119 9.0%
5. CENTER NEAR SPOUSE	7 .8%	5 1.1%	12 .9%
6. CENTER NEAR MY WORK	123 14.3%	69 15.0%	192 14.5%
7. SPOUSES WORKPLACE	8 .9%	4 .9%	12 .9%
8. ON THE CAMPUS	138 16.0%	53 11.5%	191 14.5%
9. OTHER	21 2.4%	16 3.5%	37 2.8%
COLUMN TOTAL	862 65.3%	459 34.7%	1321 100.0%

TABLE 33

Q 10. CAMPUS SICK AND/OR EMERGENCY CARE.	Q 17. EMPLOYEE GROUP.		
	NON-FACULTY	FACULTY	ROW TOTAL
NEITHER INSTANCE	247 17.7%	128 9.2%	375 26.9%
EITHER OR BOTH INSTANCES	663 47.6%	354 25.5%	1017 73.1%
COLUMN TOTAL	910 65.3%	482 34.7%	1392 100.0%

TABLE 34

Q. 12 WEEKLY CHILD CARE PAYMENT.	Q. 17. EMPLOYEE GROUP NON-FACULTY	FACULTY	ROW TOTAL
1. UNABLE TO PAY	155 12.3%	51 7.8%	206 10.8%
2. UNDER $50.00	686 54.5%	390 59.6%	1076 56.2%
3. $51.00 - $100.00	381 30.3%	171 26.1%	552 28.9%
4. $101.00 - $150.00	30 2.4%	32 4.9%	62 3.2%
5. OVER $150.00	7 .6%	10 1.5%	17 .9%
COLUMN TOTAL	1259 65.8%	654 34.2%	1913 100.0%

TABLE 35

Q 13. EXTRA MONEY WILLING TO PAY.	Q 17. EMPLOYEE GROUP. NON-FACULTY	FACULTY	ROW TOTAL
1. UNWILLING TO PAY MORE	323 26.1%	184 29.4%	507 27.2%
2. UNABLE TO PAY MORE	412 33.3%	67 10.7%	479 25.7%
3. UNDER $50.00	318 25.7%	225 35.9%	543 29.1%
4. $51.00 - $100.00	163 13.2%	114 18.2%	277 14.9%
5. $101.00 - $150.00	21 1.7%	26 4.2%	47 2.5%
6. OVER $150.00	0 0%	10 1.6%	10 .5%
COLUMN TOTAL	1237 66.4%	626 33.6%	1863 100.0%

TABLE 36

Q 14. MSU FACILITY: WILLINGNESS TO PAY COST.	Q 17. EMPLOYEE GROUP. NON-FACULTY	FACULTY	ROW TOTAL
1. NO	279 32.7%	138 30.2%	417 31.8%
2. YES	575 67.3%	319 69.8%	894 68.2%
COLUMN TOTAL	854 65.1%	457 34.9%	1311 100.0%

TABLE 37

Q 2. CHILD CARE USED DURING WORK HOURS.	Q 17. EMPLOYEE GROUP. NON-CLERICAL/TECHNICAL	CLERICAL/TECHNICAL	ROW TOTAL
SPOUSE/FAMILY	575 30.5%	162 8.7%	737 39.2%
DAY CARE (part & full time)	270 14.4%	110 5.8%	380 20.2%
SITTER IN HOME (part & full time)	126 6.7%	57 3.0%	183 9.7%
SITTER OUT OF HOME (part & full time)	315 16.7%	267 14.2%	582 30.9%
COLUMN TOTAL	1286 68.3%	596 31.7%	1882 100.0%

TABLE 38

Q 10. USE CAMPUS EMERGENCY CARE FACILITY.	Q 17. CLERICAL/TECHNICAL.		
	1. NO	2. Yes	ROW TOTAL
1. NEITHER INSTANCE	256 27.8%	119 25.3%	375 26.9%
2. EMERGENCY CARE	133 14.4%	56 11.9%	189 13.6%
3. SICK-CHILD CARE	44 4.8%	43 9.1%	87 6.3%
4. EMERGENCY/SICK-CHILD CARE	488 53.0%	253 53.7%	741 53.2%
COLUMN TOTAL	921 66.2%	471 33.8%	1392 100.0%

TABLE 39

Q 14. MSU FACILITY: WILLINGNESS TO PAY COST.	Q 17B. CLERICAL/TECHNICAL. 1. NO	2. YES	ROW TOTAL
1. NO	282 32.1%	135 31.2	417 31.8%
2. YES	596 67.9%	298 68.8%	894 68.2%
COLUMN TOTAL	878 67.0%	433 33.0%	1311 100.0%

TABLE 40

12. AMOUNT PER WEEK FOR CHILD CARE.	Q 11. 1985 TOTAL FAMILY INCOME. UNDER $10,000 1	$10,000- $19,999 2	$20,000- $29,999 3	$30,000- $39,999 4	$40,000- $49,999 5	$50,000- $59,999 6	$60,000 AND OVER 7	ROW TOTAL
. UNABLE TO PAY	15 25.0%	73 25.2%	60 14.9%	25 6.8%	15 4.3%	13 6.3%	7 2.7%	208 10.7%
. UNDER $50.00	32 53.3%	132 45.5%	226 55.9%	223 61.1%	227 65.6%	107 51.7%	131 49.8%	1078 55.7%
. $51.00 - $100.00	11 18.3%	79 27.2%	105 26.0%	113 31.0%	94 27.2%	75 36.2%	90 34.2%	567 29.3%
. $101.00 - $150.00	2 3.3%	5 1.7%	10 2.5%	4 1.1%	9 2.6%	12 5.8%	22 8.4%	64 3.3%
. OVER $150.00	0 0%	1 .3%	3 .7%	0 0	1 .3%	0 0	13 4.9%	18 .9%
COLUMN TOTAL	60 3.1%	290 15.0%	404 20.9%	365 18.9%	346 17.9%	207 10.7%	263 13.6%	1935 100.0%

TABLE 41

Q 13. (GROUP) EXTRA PER WEEK FOR CHILD CARE.	Q 11. 1985 TOTAL FAMILY INCOME.							
	UNDER $10,000 1	$10,000- $19,999 2	$20,000- $29,999 3	$30,000- $39,999 4	$40,000- $49,999 5	$50,000- $59,999 6	$60,000- AND OVER 7	ROW TOTAL
1. UNWILLING TO PAY MORE	8 12.7%	34 12.1%	106 25.7%	101 27.9%	121 36.9%	66 33.3%	70 28.3%	506 26.8%
2. UNABLE TO PAY MORE	32 50.8%	182 64.8%	142 34.5%	89 24.6%	28 8.5%	20 10.1%	3 1.2%	496 26.2%
3. UNDER $50.00	17 27.0%	44 15.7%	119 28.9%	120 33.1%	110 33.5%	56 28.3%	83 33.6%	549 29.0%
4. $51.00 -$100.00	5 7.9%	17 6.0%	43 10.4%	47 13.0%	61 18.6%	48 24.2%	61 24.7%	282 14.9%
5. $101.00 - $150.00	0 0%	3 1.1%	2 .5%	5 1.4%	7 2.1%	8 4.0%	22 8.9%	47 2.5%
6. OVER $150.00	1 1.6%	1 .4%	0 0	0 0	1 .3%	0 0	8 3.2%	11 .6%
COLUMN TOTAL	63 3.3%	281 14.9%	412 21.8%	362 19.1%	328 17.3%	198 10.5%	247 13.1%	1891 100.0%